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HOUSE BILL 1028

State of Washington 54th Legislature 1995 Regular Session

By Representatives Dyer, Carlson, Benton, Kremen, Cooke, Horn, Schoesler, Thompson, Beeksma, B. Thomas, Goldsmith, Radcliff, Hickel, Chandler, Mastin, Mitchell, Grant, Robertson, Foreman, Sehlin, Blanton, Koster, Clements, Sheldon, Huff, Mielke, Talcott and Lisk

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- 1 AN ACT Relating to extending the implementation phase of the health
- 2 services act of 1993; amending RCW 18.130.330, 41.05.011, 41.05.021,
- 3 41.05.065, 41.05.200, 70.47.020, 70.47.060, 43.72.040, 43.72.070,
- 4 43.72.090, 43.72.220, 43.72.230, and 43.72.240; providing an expiration
- 5 date; and declaring an emergency.
- 6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:
- 7 **Sec. 1.** RCW 18.130.330 and 1994 c 102 s 1 are each amended to read 8 as follows:
- 9 (1) Except to the extent that liability insurance is not available,
- 10 every licensed, certified, or registered health care practitioner whose
- 11 services are included in the uniform benefits package, as determined by
- 12 RCW 43.72.130, and whose scope of practice includes independent
- 13 practice, shall, as a condition of licensure and relicensure, be
- 14 required to provide evidence of a minimum level of malpractice
- 15 insurance coverage of a type satisfactory to the department before July
- 16 1, ((1995)) <u>1996</u>.
- 17 The department shall designate by rule:
- 18 (a) Those health professions whose scope of practice includes
- 19 independent practice;

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- 1 (b) For each health profession whose scope of practice includes 2 independent practice, whether malpractice insurance is available;
- 3 (c) If such insurance is available, the appropriate minimum level 4 of mandated coverage; and
- 5 (d) The types of malpractice insurance coverage that will satisfy 6 the requirements of this section.
- 7 (2) By December 1, 1994, the department of health shall submit 8 recommendations to appropriate committees of the legislature regarding 9 implementation of this section. The report shall address at least the 10 following issues:
- 11 (a) Whether exemption of a health care practitioner from the 12 requirements of this section, including but not limited to health care 13 practitioners employed by the federal government and retired health 14 care practitioners, is appropriate; and
- 15 (b) Whether malpractice coverage provided by an employer should be 16 recognized as satisfying the requirements of this section.
- 17 **Sec. 2.** RCW 41.05.011 and 1994 c 153 s 2 are each amended to read 18 as follows:
- 19 Unless the context clearly requires otherwise, the definitions in 20 this section shall apply throughout this chapter.
- 21 (1) "Administrator" means the administrator of the authority.
- 22 (2) "State purchased health care" or "health care" means medical 23 and health care, pharmaceuticals, and medical equipment purchased with 24 state and federal funds by the department of social and health 25 services, the department of health, the basic health plan, the state 26 health care authority, the department of labor and industries, the 27 department of corrections, the department of veterans affairs, and 28 local school districts.
 - (3) "Authority" means the Washington state health care authority.
- 30 (4) "Insuring entity" means an insurer as defined in chapter 48.01
- 31 RCW, a health care service contractor as defined in chapter 48.44 RCW,
- 32 or a health maintenance organization as defined in chapter 48.46 RCW.
- 33 On and after July 1, $((\frac{1995}{}))$ $\underline{1996}$, "insuring entity" means a certified
- 34 health plan, as defined in RCW 43.72.010.
- 35 (5) "Flexible benefit plan" means a benefit plan that allows
- 36 employees to choose the level of health care coverage provided and the
- 37 amount of employee contributions from among a range of choices offered

38 by the authority.

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(6) "Employee" includes all full-time and career seasonal employees 1 of the state, whether or not covered by civil service; elected and 2 3 appointed officials of the executive branch of government, including 4 full-time members of boards, commissions, or committees; and includes 5 any or all part-time and temporary employees under the terms and conditions established under this chapter by the authority; justices of 6 7 the supreme court and judges of the court of appeals and the superior 8 courts; and members of the state legislature or of the legislative 9 authority of any county, city, or town who are elected to office after 10 February 20, 1970. "Employee" also includes: (a) By October 1, ((1995)) 1996, all employees of school districts and educational 11 service districts. Between October 1, 1994, and September 30, ((1995)) 12 1996, "employee" includes employees of those school districts and 13 14 educational service districts for whom the authority has undertaken the 15 purchase of insurance benefits. The transition to insurance benefits 16 purchasing by the authority may not disrupt existing insurance contracts between school district or educational service district 17 employees and insurers. However, except to the extent provided in RCW 18 19 28A.400.200, any such contract that provides for health insurance benefits coverage after October 1, $((\frac{1995}{}))$ $\underline{1996}$, shall be void as of 20 that date if the contract was entered into, renewed, or extended after 21 July 1, 1993. Prior to October 1, 1994, "employee" includes employees 22 of a school district if the board of directors of the school district 23 24 seeks and receives the approval of the authority to provide any of its 25 insurance programs by contract with the authority; (b) employees of a 26 county, municipality, or other political subdivision of the state if the legislative authority of the county, municipality, or other 27 political subdivision of the state seeks and receives the approval of 28 29 the authority to provide any of its insurance programs by contract with 30 the authority, as provided in RCW 41.04.205; (c) employees of employee organizations representing state civil service employees, at the option 31 of each such employee organization, and, effective October 1, ((1995)) 32 33 1996, employees of employee organizations currently pooled with 34 employees of school districts for the purpose of purchasing insurance 35 benefits, at the option of each such employee organization.

- 36 (7) "Board" means the public employees' benefits board established 37 under RCW 41.05.055.
 - (8) "Retired or disabled school employee" means:

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- 1 (a) Persons who separated from employment with a school district or 2 educational service district and are receiving a retirement allowance 3 under chapter 41.32 or 41.40 RCW as of September 30, 1993;
- 4 (b) Persons who separate from employment with a school district or 5 educational service district on or after October 1, 1993, and 6 immediately upon separation receive a retirement allowance under 7 chapter 41.32 or 41.40 RCW;
- 8 (c) Persons who separate from employment with a school district or 9 educational service district due to a total and permanent disability, 10 and are eligible to receive a deferred retirement allowance under 11 chapter 41.32 or 41.40 RCW.
- 12 **Sec. 3.** RCW 41.05.021 and 1994 c 309 s 1 are each amended to read 13 as follows:
- 14 (1) The Washington state health care authority is created within 15 the executive branch. The authority shall have an administrator appointed by the governor, with the consent of the senate. 16 administrator shall serve at the pleasure of the governor. 17 The 18 administrator may employ up to seven staff members, who shall be exempt from chapter 41.06 RCW, and any additional staff members as are 19 necessary to administer this chapter. The administrator may delegate 20 any power or duty vested in him or her by this chapter, including 21 authority to make final decisions and enter final orders in hearings 22 23 conducted under chapter 34.05 RCW. The primary duties of the authority 24 shall be to administer state employees' insurance benefits and retired 25 or disabled school employees' insurance benefits, study state-purchased health care programs in order to maximize cost containment in these 26 programs while ensuring access to quality health care, and implement 27 state initiatives, joint purchasing strategies, and techniques for 28 29 efficient administration that have potential application to all statepurchased health services. The authority's duties include, but are not 30 limited to, the following: 31
- 32 (a) To administer health care benefit programs for employees and 33 retired or disabled school employees as specifically authorized in RCW 34 41.05.065 and in accordance with the methods described in RCW 35 41.05.075, 41.05.140, and other provisions of this chapter;
- 36 (b) To analyze state-purchased health care programs and to explore 37 options for cost containment and delivery alternatives for those

- 1 programs that are consistent with the purposes of those programs, 2 including, but not limited to:
- (i) Creation of economic incentives for the persons for whom the 4 state purchases health care to appropriately utilize and purchase 5 health care services, including the development of flexible benefit 6 plans to offset increases in individual financial responsibility;
- 7 (ii) Utilization of provider arrangements that encourage cost 8 containment, including but not limited to prepaid delivery systems, 9 utilization review, and prospective payment methods, and that ensure 10 access to quality care, including assuring reasonable access to local 11 providers, especially for employees residing in rural areas;
- 12 (iii) Coordination of state agency efforts to purchase drugs 13 effectively as provided in RCW 70.14.050;
- (iv) Development of recommendations and methods for purchasing medical equipment and supporting services on a volume discount basis; and
- (v) Development of data systems to obtain utilization data from state-purchased health care programs in order to identify cost centers, utilization patterns, provider and hospital practice patterns, and procedure costs, utilizing the information obtained pursuant to RCW 41.05.031;
 - (c) To analyze areas of public and private health care interaction;
- 23 (d) To provide information and technical and administrative 24 assistance to the board;

- (e) To review and approve or deny applications from counties, municipalities, and other political subdivisions of the state to provide state-sponsored insurance or self-insurance programs to their employees in accordance with the provisions of RCW 41.04.205, setting the premium contribution for approved groups as outlined in RCW 41.05.050;
- 31 (f) To appoint a health care policy technical advisory committee as 32 required by RCW 41.05.150;
- 33 (g) To establish billing procedures and collect funds from school 34 districts and educational service districts under RCW 28A.400.400 in a 35 way that minimizes the administrative burden on districts; and
- 36 (h) To promulgate and adopt rules consistent with this chapter as 37 described in RCW 41.05.160.
- 38 (2) After July 1, $((\frac{1995}{1996}))$ 1996, the public employees' benefits 39 board shall implement strategies to promote managed competition among

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- 1 employee health benefit plans in accordance with the Washington health
- 2 services commission schedule of employer requirements. Strategies may
- 3 include but are not limited to:

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- (a) Standardizing the benefit package;
- (b) Soliciting competitive bids for the benefit package;
- 6 (c) Limiting the state's contribution to a percent of the lowest 7 priced qualified plan within a geographical area. If the state's 8 contribution is less than one hundred percent of the lowest priced 9 qualified bid, employee financial contributions shall be structured on
- 10 a sliding-scale basis related to household income;
- 11 (d) Monitoring the impact of the approach under this subsection
- 12 with regards to: Efficiencies in health service delivery, cost shifts
- 13 to subscribers, access to and choice of managed care plans state-wide,
- 14 and quality of health services. The health care authority shall also
- 15 advise on the value of administering a benchmark employer-managed plan
- 16 to promote competition among managed care plans. The health care
- 17 authority shall report its findings and recommendations to the
- 18 legislature by January 1, 1997.
- 19 **Sec. 4.** RCW 41.05.065 and 1994 c 153 s 5 are each amended to read 20 as follows:
- 21 (1) The board shall study all matters connected with the provision
- 22 of health care coverage, life insurance, liability insurance,
- 23 accidental death and dismemberment insurance, and disability income
- 24 insurance or any of, or a combination of, the enumerated types of
- 25 insurance for employees and their dependents on the best basis possible
- 26 with relation both to the welfare of the employees and to the state,
- 27 however liability insurance shall not be made available to dependents.
- 28 (2) The public employees' benefits board shall develop employee
- 29 benefit plans that include comprehensive health care benefits for all
- 30 employees. In developing these plans, the board shall consider the
- 31 following elements:
- 32 (a) Methods of maximizing cost containment while ensuring access to
- 33 quality health care;
- 34 (b) Development of provider arrangements that encourage cost
- 35 containment and ensure access to quality care, including but not
- 36 limited to prepaid delivery systems and prospective payment methods;

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- 1 (c) Wellness incentives that focus on proven strategies, such as 2 smoking cessation, exercise, automobile and motorcycle safety, blood 3 cholesterol reduction, and nutrition education;
 - (d) Utilization review procedures including, but not limited to prior authorization of services, hospital inpatient length of stay review, requirements for use of outpatient surgeries and second opinions for surgeries, review of invoices or claims submitted by service providers, and performance audit of providers;
 - (e) Effective coordination of benefits;

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- (f) Minimum standards for insuring entities; and
- (g) Minimum scope and content of standard benefit plans to be 11 offered to enrollees participating in the employee health benefit 12 On and after July 1, $((\frac{1995}{1}))$ $\frac{1996}{1}$, the uniform benefits 13 plans. package shall constitute the minimum level of health benefits offered 14 15 to employees. To maintain the comprehensive nature of employee health care benefits, employee eligibility criteria related to the number of 16 hours worked and the benefits provided to employees shall be 17 substantially equivalent to the state employees' health benefits plan 18 19 and eligibility criteria in effect on January 1, 1993.
- 20 (3) The board shall design benefits and determine the terms and 21 conditions of employee participation and coverage, including 22 establishment of eligibility criteria.
- 23 (4) The board shall attempt to achieve enrollment of all employees 24 and retirees in managed health care systems by July 1994.
- 25 The board may authorize premium contributions for an employee and 26 the employee's dependents in a manner that encourages the use of cost-27 efficient managed health care systems.
- 28 (5) Employees shall choose participation in one of the health care 29 benefit plans developed by the board.
- 30 (6) The board shall review plans proposed by insurance carriers 31 that desire to offer property insurance and/or accident and casualty insurance to state employees through payroll deduction. The board may 32 approve any such plan for payroll deduction by carriers holding a valid 33 34 certificate of authority in the state of Washington and which the board determines to be in the best interests of employees and the state. The 35 board shall promulgate rules setting forth criteria by which it shall 36 37 evaluate the plans.

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- 1 **Sec. 5.** RCW 41.05.200 and 1993 c 492 s 228 are each amended to 2 read as follows:
- 3 (1) The Washington state group purchasing association is 4 established for the purpose of coordinating and enhancing the health 5 care purchasing power of the groups identified in subsection (2) of 6 this section. The purchasing association shall be administered by the 7 administrator.
- 8 (2) The following organizations or entities may seek the approval 9 of the administrator for membership in the purchasing association:
- 10 (a) Private nonprofit human services provider organizations under 11 contract with state agencies, on behalf of their employees and their 12 employees' spouses and dependent children;
 - (b) Individuals providing in-home long-term care services to persons whose care is financed in whole or in part through the medical assistance personal care or community options program entry system program as provided in chapter 74.09 RCW, or the chore services program, as provided in chapter 74.08 RCW, on behalf of themselves and their spouses and dependent children;
- (c) Owners and operators of child day care centers and family child care homes licensed under chapter 74.15 RCW and of preschool or other child care programs exempted from licensing under chapter 74.15 RCW on behalf of themselves and their employees and employees' spouses and dependent children; and
- (d) Foster parents contracting with the department of social and health services under chapter 74.13 RCW and licensed under chapter 74.15 RCW on behalf of themselves and their spouses and dependent children.
- 28 (3) In administering the purchasing association, the administrator 29 shall:
- 30 (a) Negotiate and enter into contracts on behalf of the purchasing 31 association's members in conjunction with its contracting and 32 purchasing activities for employee benefits plans under RCW 41.05.075. 33 In negotiating and contracting with insuring entities on behalf of 34 employees and purchasing association members, two distinct pools shall
- 35 be maintained.

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36 (b) Review and approve or deny applications from entities seeking 37 membership in the purchasing association:

- 1 (i) The administrator may require all or the substantial majority 2 of the employees of the organizations or entities listed in subsection 3 (2) of this section to enroll in the purchasing association.
- 4 (ii) The administrator shall require, that as a condition of 5 membership in the purchasing association, an entity or organization 6 listed in subsection (2) of this section that employs individuals pay 7 at least fifty percent of the cost of the health insurance coverage for 8 each employee enrolled in the purchasing association.
- 9 (iii) In offering and administering the purchasing association, the 10 administrator may not discriminate against individuals or groups based 11 on age, gender, geographic area, industry, or medical history.
- (4) On and after July 1, ((1995)) 1996, the uniform benefits package and schedule of premiums and point of service cost-sharing adopted and from time to time revised by the health services commission pursuant to chapter 492, Laws of 1993 shall be applicable to the association.
- 17 (5) The administrator shall adopt preexisting condition coverage 18 provisions for the association as provided in RCW 48.20.540, 48.21.340, 19 48.44.480, and 48.46.550.
- 20 (6) Premiums charged to purchasing association members shall include the authority's reasonable administrative and marketing costs. 22 Purchasing association members may not receive any subsidy from the 23 state for the purchase of health insurance coverage through the 24 association.

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- (7)(a) The Washington state group purchasing association account is established in the custody of the state treasurer, to be used by the administrator for the deposit of premium payments from individuals and entities described in subsection (2) of this section, and for payment of premiums for benefit contracts entered into on behalf of the purchasing association's participants and operating expenses incurred by the authority in the administration of benefit contracts under this section. Moneys from the account shall be disbursed by the state treasurer by warrants on vouchers duly authorized by the administrator.
- 34 (b) Disbursements from the account are not subject to 35 appropriations, but shall be subject to the allotment procedure 36 provided under chapter 43.88 RCW.
- 37 **Sec. 6.** RCW 70.47.020 and 1994 c 309 s 4 are each amended to read 38 as follows:

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As used in this chapter:

- (1) "Washington basic health plan" or "plan" means the system of enrollment and payment on a prepaid capitated basis for basic health care services, administered by the plan administrator through participating managed health care systems, created by this chapter.
- (2) "Administrator" means the Washington basic health plan administrator, who also holds the position of administrator of the Washington state health care authority.
- (3) "Managed health care system" means any health care organization, including health care providers, insurers, health care service contractors, health maintenance organizations, or any combination thereof, that provides directly or by contract basic health care services, as defined by the administrator and rendered by duly licensed providers, on a prepaid capitated basis to a defined patient population enrolled in the plan and in the managed health care system. On and after July 1, ((1995)) 1996, "managed health care system" means a certified health plan, as defined in RCW 43.72.010.
- (4) "Subsidized enrollee" means an individual, or an individual plus the individual's spouse or dependent children, not eligible for medicare, who resides in an area of the state served by a managed health care system participating in the plan, whose gross family income at the time of enrollment does not exceed twice the federal poverty level as adjusted for family size and determined annually by the federal department of health and human services, who the administrator determines shall not have, or shall not have voluntarily relinquished health insurance more comprehensive than that offered by the plan as of the effective date of enrollment, and who chooses to obtain basic health care coverage from a particular managed health care system in return for periodic payments to the plan.
- (5) "Nonsubsidized enrollee" means an individual, or an individual plus the individual's spouse or dependent children, not eligible for medicare, who resides in an area of the state served by a managed health care system participating in the plan, who the administrator determines shall not have, or shall not have voluntarily relinquished health insurance more comprehensive than that offered by the plan as of the effective date of enrollment, and who chooses to obtain basic health care coverage from a particular managed health care system, and who pays or on whose behalf is paid the full costs for participation in the plan, without any subsidy from the plan.

- (6) "Subsidy" means the difference between the amount of periodic 1 2 payment the administrator makes to a managed health care system on behalf of a subsidized enrollee plus the administrative cost to the 3 4 plan of providing the plan to that subsidized enrollee, and the amount 5 determined to be the subsidized enrollee's responsibility under RCW 70.47.060(2). 6
 - (7) "Premium" means a periodic payment, based upon gross family income which an individual, their employer or another financial sponsor makes to the plan as consideration for enrollment in the plan as a subsidized enrollee or a nonsubsidized enrollee.
- "Rate" means the per capita amount, negotiated by the 11 administrator with and paid to a participating managed health care 12 13 system, that is based upon the enrollment of subsidized and nonsubsidized enrollees in the plan and in that system. 14
- 15 Sec. 7. RCW 70.47.060 and 1994 c 309 s 5 are each amended to read as follows: 16

The administrator has the following powers and duties: 17

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(1) To design and from time to time revise a schedule of covered basic health care services, including physician services, inpatient and outpatient hospital services, prescription drugs and medications, and other services that may be necessary for basic health care, which subsidized and nonsubsidized enrollees in any participating managed health care system under the Washington basic health plan shall be entitled to receive in return for premium payments to the plan. schedule of services shall emphasize proven preventive and primary health care and shall include all services necessary for prenatal, postnatal, and well-child care. However, with respect to coverage for groups of subsidized enrollees who are eligible to receive prenatal and postnatal services through the medical assistance program under chapter 74.09 RCW, the administrator shall not contract for such services except to the extent that such services are necessary over not more than a one-month period in order to maintain continuity of care after diagnosis of pregnancy by the managed care provider. The schedule of services shall also include a separate schedule of basic health care services for children, eighteen years of age and younger, for those subsidized or nonsubsidized enrollees who choose to secure basic coverage through the plan only for their dependent children. 38 designing and revising the schedule of services, the administrator

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shall consider the guidelines for assessing health services under the mandated benefits act of 1984, RCW 48.42.080, and such other factors as the administrator deems appropriate. On and after July 1, $((\frac{1995}{}))$ 1996, the uniform benefits package adopted and from time to time revised by the Washington health services commission pursuant to RCW 43.72.130 shall be implemented by the administrator as the schedule of covered basic health care services. However, with respect to coverage for subsidized enrollees who are eligible to receive prenatal and postnatal services through the medical assistance program under chapter 74.09 RCW, the administrator shall not contract for such services except to the extent that the services are necessary over not more than a one-month period in order to maintain continuity of care after diagnosis of pregnancy by the managed care provider.

- (2)(a) To design and implement a structure of periodic premiums due the administrator from subsidized enrollees that is based upon gross family income, giving appropriate consideration to family size and the ages of all family members. The enrollment of children shall not require the enrollment of their parent or parents who are eligible for the plan. The structure of periodic premiums shall be applied to subsidized enrollees entering the plan as individuals pursuant to subsection (9) of this section and to the share of the cost of the plan due from subsidized enrollees entering the plan as employees pursuant to subsection (10) of this section.
- (b) To determine the periodic premiums due the administrator from nonsubsidized enrollees. Premiums due from nonsubsidized enrollees shall be in an amount equal to the cost charged by the managed health care system provider to the state for the plan plus the administrative cost of providing the plan to those enrollees and the premium tax under RCW 48.14.0201.
- 30 (c) An employer or other financial sponsor may, with the prior approval of the administrator, pay the premium, rate, or any other amount on behalf of a subsidized or nonsubsidized enrollee, by arrangement with the enrollee and through a mechanism acceptable to the administrator, but in no case shall the payment made on behalf of the enrollee exceed the total premiums due from the enrollee.
 - (3) To design and implement a structure of copayments due a managed health care system from subsidized and nonsubsidized enrollees. The structure shall discourage inappropriate enrollee utilization of health care services, but shall not be so costly to enrollees as to constitute

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- a barrier to appropriate utilization of necessary health care services.
- 2 On and after July 1, ((1995)) 1996, the administrator shall endeavor to
- make the copayments structure of the plan consistent with enrollee 3
- point of service cost-sharing levels adopted by the Washington health 4
- 5 services commission, giving consideration to funding available to the 6 plan.
- 7 (4) To limit enrollment of persons who qualify for subsidies so as to prevent an overexpenditure of appropriations for such purposes. 8 9 Whenever the administrator finds that there is danger of such an
- 10 overexpenditure, the administrator shall close enrollment until the
- administrator finds the danger no longer exists. 11

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- (5) To limit the payment of subsidies to subsidized enrollees, as 12 13 defined in RCW 70.47.020.
- (6) To adopt a schedule for the orderly development of the delivery 14 15 of services and availability of the plan to residents of the state, 16 subject to the limitations contained in RCW 70.47.080 or any act 17 appropriating funds for the plan.
- (7) To solicit and accept applications from managed health care 18 19 systems, as defined in this chapter, for inclusion as eligible basic health care providers under the plan. The administrator shall endeavor 20 to assure that covered basic health care services are available to any 21 enrollee of the plan from among a selection of two or more 22 23 participating managed health care systems. In adopting any rules or procedures applicable to managed health care systems and in its 24 25 dealings with such systems, the administrator shall consider and make 26 suitable allowance for the need for health care services and the 27 differences in local availability of health care resources, along with other resources, within and among the several areas of the state. 28 Contracts with participating managed health care systems shall ensure 29 30 that basic health plan enrollees who become eligible for medical assistance may, at their option, continue to receive services from 31 32 their existing providers within the managed health care system if such 33 providers have entered into provider agreements with the department of social and health services. 34
- (8) To receive periodic premiums from or on behalf of subsidized and nonsubsidized enrollees, deposit them in the basic health plan 37 operating account, keep records of enrollee status, and authorize periodic payments to managed health care systems on the basis of the 38

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3 (9) To accept applications from individuals residing in areas 4 served by the plan, on behalf of themselves and their spouses and dependent children, for enrollment in the Washington basic health plan 5 as subsidized or nonsubsidized enrollees, to establish appropriate 6 7 minimum-enrollment periods for enrollees as may be necessary, and to 8 determine, upon application and at least semiannually thereafter, or at 9 the request of any enrollee, eligibility due to current gross family 10 income for sliding scale premiums. No subsidy may be paid with respect to any enrollee whose current gross family income exceeds twice 11 the federal poverty level or, subject to RCW 70.47.110, who is a 12 13 recipient of medical assistance or medical care services under chapter 74.09 RCW. If, as a result of an eligibility review, the administrator 14 15 determines that a subsidized enrollee's income exceeds twice the 16 federal poverty level and that the enrollee knowingly failed to inform the plan of such increase in income, the administrator may bill the 17 enrollee for the subsidy paid on the enrollee's behalf during the 18 19 period of time that the enrollee's income exceeded twice the federal poverty level. If a number of enrollees drop their enrollment for no 20 apparent good cause, the administrator may establish appropriate rules 21 or requirements that are applicable to such individuals before they 22 23 will be allowed to re-enroll in the plan.

24 (10) To accept applications from business owners on behalf of 25 themselves and their employees, spouses, and dependent children, as 26 subsidized or nonsubsidized enrollees, who reside in an area served by 27 The administrator may require all or the substantial majority of the eligible employees of such businesses to enroll in the 28 plan and establish those procedures necessary to facilitate the orderly 29 30 enrollment of groups in the plan and into a managed health care system. 31 The administrator shall require that a business owner pay at least fifty percent of the nonsubsidized premium cost of the plan on behalf 32 of each employee enrolled in the plan. Enrollment is limited to those 33 not eligible for medicare who wish to enroll in the plan and choose to 34 35 obtain the basic health care coverage and services from a managed care system participating in the plan. The administrator shall adjust the 36 37 amount determined to be due on behalf of or from all such enrollees whenever the amount negotiated by the administrator with the 38

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participating managed health care system or systems is modified or the administrative cost of providing the plan to such enrollees changes.

- (11) To determine the rate to be paid to each participating managed health care system in return for the provision of covered basic health care services to enrollees in the system. Although the schedule of covered basic health care services will be the same for similar enrollees, the rates negotiated with participating managed health care systems may vary among the systems. In negotiating rates with participating systems, the administrator shall consider the characteristics of the populations served by the respective systems, economic circumstances of the local area, the need to conserve the resources of the basic health plan trust account, and other factors the administrator finds relevant.
- (12) To monitor the provision of covered services to enrollees by participating managed health care systems in order to assure enrollee access to good quality basic health care, to require periodic data reports concerning the utilization of health care services rendered to enrollees in order to provide adequate information for evaluation, and to inspect the books and records of participating managed health care systems to assure compliance with the purposes of this chapter. In requiring reports from participating managed health care systems, including data on services rendered enrollees, the administrator shall endeavor to minimize costs, both to the managed health care systems and to the plan. The administrator shall coordinate any such reporting requirements with other state agencies, such as the insurance commissioner and the department of health, to minimize duplication of effort.
- (13) To evaluate the effects this chapter has on private employer-based health care coverage and to take appropriate measures consistent with state and federal statutes that will discourage the reduction of such coverage in the state.
- 32 (14) To develop a program of proven preventive health measures and 33 to integrate it into the plan wherever possible and consistent with 34 this chapter.
- 35 (15) To provide, consistent with available funding, assistance for 36 rural residents, underserved populations, and persons of color.
- **Sec. 8.** RCW 43.72.040 and 1994 c 4 s 3 are each amended to read as 38 follows:

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1 The commission has the following powers and duties:

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- 2 (1) Ensure that all residents of Washington state are enrolled in 3 a certified health plan to receive the uniform benefits package, 4 regardless of age, sex, family structure, ethnicity, race, health 5 condition, geographic location, employment, or economic status.
 - (2) Endeavor to ensure that all residents of Washington state have access to appropriate, timely, confidential, and effective health services, and monitor the degree of access to such services. If the commission finds that individuals or populations lack access to certified health plan services, the commission shall:
- (a) Authorize appropriate state agencies, local health departments, community or migrant health clinics, public hospital districts, or other nonprofit health service entities to take actions necessary to assure such access. This includes authority to contract for or directly deliver services described within the uniform benefits package to special populations; or
 - (b) Notify appropriate certified health plans and the insurance commissioner of such findings. The commission shall adopt by rule standards by which the insurance commissioner may, in such event, require certified health plans in closest proximity to such individuals and populations to extend their catchment areas to those individuals and populations and offer them enrollment.
 - (3) Adopt necessary rules in accordance with chapter 34.05 RCW to carry out the purposes of chapter 492, Laws of 1993. An initial set of draft rules establishing at least the commission's organization structure, the uniform benefits package, and standards for certified health plan certification, must be submitted in draft form to appropriate committees of the legislature by December 1, 1994.
 - (4) Establish and modify as necessary, in consultation with the state board of health and the department of health, and coordination with the planning process set forth in RCW 43.70.520 a uniform set of health services based on the recommendations of the health care cost control and access commission established under House Concurrent Resolution No. 4443 adopted by the legislature in 1990.
- 35 (5) Establish and modify as necessary the uniform benefits package 36 as provided in RCW 43.72.130, which shall be offered to enrollees of a 37 certified health plan. The benefit package shall be provided at no 38 more than the maximum premium specified in subsection (6) of this 39 section.

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(6)(a) Establish for each year a community-rated maximum premium for the uniform benefits package that shall operate to control overall health care costs. The maximum premium cost of the uniform benefits package in the base year ((1995)) 1996 shall be established upon an actuarial determination of the costs of providing the uniform benefits package and such other cost impacts as may be deemed relevant by the commission. Beginning in $((\frac{1996}{}))$ 1997, the growth rate of the premium cost of the uniform benefits package for each certified health plan shall be allowed to increase by a rate no greater than the average growth rate in the cost of the package between ((1990)) 1991 and ((1993)) <u>1994</u> as actuarially determined, reduced by two percentage points per year until the growth rate is no greater than the five-year rolling average of growth in Washington per capita personal income, as determined by the office of financial management.

(b) In establishing the community-rated maximum premium under this subsection, the commission shall review various methods for establishing the community-rated maximum premium and shall recommend such methods to the legislature by December 1, 1994.

 The commission may develop and recommend a rate for employees that provides nominal, if any, variance between the rate for individual employees and employees with dependents to minimize any economic incentive to an employer to discriminate between prospective employees based upon whether or not they have dependents for whom coverage would be required.

- (c) If the commission adds or deletes services or benefits to the uniform benefits package in subsequent years, it may increase or decrease the maximum premium to reflect the actual cost experience of a broad sample of providers of that service in the state, considering the factors enumerated in (a) of this subsection and adjusted actuarially. The addition of services or benefits shall not result in a redetermination of the entire cost of the uniform benefits package.
- 32 (d) The level of state expenditures for the uniform benefits 33 package shall be limited to the appropriation of funds specifically for 34 this purpose.
 - (7) Determine the need for medical risk adjustment mechanisms to minimize financial incentives for certified health plans to enroll individuals who present lower health risks and avoid enrolling individuals who present higher health risks, and to minimize financial incentives for employer hiring practices that discriminate against

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individuals who present higher health risks. In the design of medical 1 2 risk distribution mechanisms under this subsection, the commission shall (a) balance the benefits of price competition with the need to 3 4 protect certified health plans from any unsustainable negative effects 5 of adverse selection; (b) consider the development of a system that creates a risk profile of each certified health plan's enrollee 6 7 population that does not create disincentives for a plan to control 8 benefit utilization, that requires contributions from plans that enjoy a low-risk enrollee population to plans that have a high-risk enrollee 9 10 population, and that does not permit an adjustment of the premium 11 charged for the uniform benefits package or supplemental coverage based 12 upon either receipt or contribution of assessments; and (c) consider 13 whether registered employer health plans should be included in any medical risk adjustment mechanism. Proposed medical risk adjustment 14 15 mechanisms shall be submitted to the legislature as provided in RCW 16 43.72.180.

- 17 (8) Design a mechanism to assure minors have access to confidential 18 health care services as currently provided in RCW 70.24.110 and 19 71.34.030.
- 20 (9) Monitor the actual growth in total annual health services 21 costs.
- (10) Monitor the increased application of technology as required by chapter 492, Laws of 1993 and take necessary action to ensure that such application is made in a cost-effective and efficient manner and consistent with existing laws that protect individual privacy.
- 26 (11) Establish reporting requirements for certified health plans that own or manage health care facilities, health care facilities, and 27 health care providers to periodically report to the commission 28 regarding major capital expenditures of the plans. 29 The commission 30 shall review and monitor such reports and shall report to the 31 legislature regarding major capital expenditures on at least an annual The Washington health care facilities authority and the 32 33 commission shall develop standards jointly for evaluating and approving major capital expenditure financing through the Washington health care 34 35 facilities authority, as authorized pursuant to chapter 70.37 RCW. By December 1, 1994, the commission and the authority shall submit jointly 36 37 to the legislature such proposed standards. The commission and the authority shall, after legislative review, but no later than June 1, 38 39 1995, publish such standards. Upon publication, the authority may not

- 1 approve financing for major capital expenditures unless approved by the 2 commission.
- 3 (12) Establish maximum enrollee financial participation levels. 4 The levels shall be related to enrollee household income.
- 5 (13) Establish rules requiring employee enrollee premium sharing, 6 as defined in RCW 43.72.010(9), be paid through deductions from wages 7 or earnings.

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- (14) For health services provided under the uniform benefits package and supplemental benefits, adopt standards for enrollment, and standardized billing and claims processing forms. The standards shall ensure that these procedures minimize administrative burdens on health care providers, health care facilities, certified health plans, and consumers. Subject to federal approval or phase-in schedules whenever necessary or appropriate, the standards also shall apply to state-purchased health services, as defined in RCW 41.05.011.
- 16 (15) Propose that certified health plans adopt certain practice 17 indicators or risk management protocols for quality assurance, 18 utilization review, or provider payment. The commission may consider 19 indicators or protocols recommended according to RCW 43.70.500 for 20 these purposes.
- (16) Propose other guidelines to certified health plans for utilization management, use of technology and methods of payment, such as diagnosis-related groups and a resource-based relative value scale. Such guidelines shall be voluntary and shall be designed to promote improved management of care, and provide incentives for improved efficiency and effectiveness within the delivery system.
- 27 (17) Adopt standards and oversee and develop policy for personal 28 health data and information system as provided in chapter 70.170 RCW.
- 29 (18) Adopt standards that prevent conflict of interest by health 30 care providers as provided in RCW 18.130.320.
- 31 (19) At the appropriate juncture and in the fullness of time, 32 consider the extent to which medical research and health professions 33 training activities should be included within the health service system 34 set forth in chapter 492, Laws of 1993.
- 35 (20) Evaluate and monitor the extent to which racial and ethnic 36 minorities have access to and receive health services within the state, 37 and develop strategies to address barriers to access.
- 38 (21) Develop standards for the certification process to certify 39 health plans and employer health plans to provide the uniform benefits

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1 package, according to the provisions for certified health plans and 2 registered employer health plans under chapter 492, Laws of 1993.

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- (22) Develop rules for implementation of individual and employer participation under RCW 43.72.210 and 43.72.220 specifically applicable to persons who work in this state but do not live in the state or persons who live in this state but work outside of the state. The rules shall be designed so that these persons receive coverage and financial requirements that are comparable to that received by persons who both live and work in the state.
- (23) After receiving advice from the health services effectiveness committee, adopt rules that must be used by certified health plans, disability insurers, health care service contractors, and health maintenance organizations to determine whether a procedure, treatment, drug, or other health service is no longer experimental or investigative.
- 16 (24) Establish a process for purchase of uniform benefits package 17 services by enrollees when they are out-of-state.
- (25) Develop recommendations to the legislature as to whether state and school district employees, on whose behalf health benefits are or will be purchased by the health care authority pursuant to chapter 41.05 RCW, should have the option to purchase health benefits through health insurance purchasing cooperatives on and after July 1, 1997. In developing its recommendations, the commission shall consider:
 - (a) The impact of state or school district employees purchasing through health insurance purchasing cooperatives on the ability of the state to control its health care costs; and
 - (b) Whether state or school district employees purchasing through health insurance purchasing cooperatives will result in inequities in health benefits between or within groups of state and school district employees.
- (26) Establish guidelines for providers dealing with terminal or static conditions, taking into consideration the ethics of providers, patient and family wishes, costs, and survival possibilities.
- (27) Evaluate the extent to which Taft-Hartley health care trusts provide benefits to certain individuals in the state; review the federal laws under which these trusts are organized; and make appropriate recommendations to the governor and the legislature on or before December 1, 1994, as to whether these trusts should be brought under the provisions of chapter 492, Laws of 1993 when it is fully

- $1\,$ implemented, and if the commission recommends inclusion of the trusts,
- 2 how to implement such inclusion.

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- 3 (28) Evaluate whether Washington is experiencing a higher 4 percentage in in-migration of residents from other states and 5 territories than would be expected by normal trends as a result of the 6 availability of unsubsidized and subsidized health care benefits for 7 all residents and report to the governor and the legislature their 8 findings.
- 9 (29) In developing the uniform benefits package and other standards 10 pursuant to this section, consider the likelihood of the establishment 11 of a national health services plan adopted by the federal government 12 and its implications.
- 13 (30) Evaluate the effect of reforms under chapter 492, Laws of 1993 14 on access to care and economic development in rural areas.
- 15 To the extent that the exercise of any of the powers and duties specified in this section may be inconsistent with the powers and 16 duties of other state agencies, offices, or commissions, the authority 17 of the commission shall supersede that of such other state agency, 18 19 office, or commission, except in matters of personal health data, where 20 the commission shall have primary data system policy-making authority and the department of health shall have primary responsibility for the 21 22 maintenance and routine operation of personal health data systems.
- 23 **Sec. 9.** RCW 43.72.070 and 1993 c 492 s 409 are each amended to 24 read as follows:

To ensure the highest quality health services at the lowest total cost, the commission shall establish a total quality management system of continuous quality improvement. Such endeavor shall be based upon the recognized quality science for continuous quality improvement. The commission shall impanel a committee composed of persons from the private sector and related sciences who have broad knowledge and successful experiences in continuous quality improvement and total quality management applications. It shall be the responsibility of the committee to develop standards for a Washington state health services supplier certification process and recommend such standards to the commission for review and adoption. Once adopted, the commission shall establish a schedule, with full compliance no later than July 1, ((1996)) 1997, whereby all health service providers and health service

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facilities shall be certified prior to providing uniform benefits 1 2

package services.

read as follows:

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- 3 Sec. 10. RCW 43.72.090 and 1993 c 492 s 427 are each amended to
- (1) On and after July 1, ((1995)) 1996, no person or entity in this 5 state shall provide the uniform benefits package and supplemental 6 7 benefits as defined in RCW 43.72.010 without being certified as a certified health plan by the insurance commissioner. 8
- (2) On and after July 1, $((\frac{1995}{1}))$ 1996, no certified health plan 9 10 may offer less than the uniform benefits package to residents of this state and no registered employer health plan may provide less than the 11 12 uniform benefits package to its employees and their dependents.
- 13 Sec. 11. RCW 43.72.220 and 1993 c 494 s 3 are each amended to read as follows: 14
- 15 (1) The legislature recognizes that small businesses play an essential and increasingly important role in the state's economy. The 16 17 legislature further recognizes that many of the state's small business 18 owners provide health insurance to their employees through small group policies at a cost that directly affects their profitability. Other 19 20 small business owners are prevented from providing health benefits to 21 their employees by the lack of access to affordable health insurance 22 coverage. The legislature intends that the provisions of chapter 492, 23 Laws of 1993 make health insurance more available and affordable to 24 small businesses in Washington state through strong cost control 25 mechanisms and the option to purchase health benefits through the basic 26 health plan, the Washington state group purchasing association, and 27 health insurance purchasing cooperatives.
- 28 (2) On July 1, ((1995)) 1996, every employer employing more than five hundred qualified employees shall: 29
- (a) Offer a choice of the uniform benefits package as provided by 30 at least three available certified health plans, one of which shall be 31 the lowest cost available package within their geographic region, and 32 33 for employers who have established a registered employer health plan, one of which may be its own registered employer health plan, to all 34 35 qualified employees. The employer shall be required to pay no less than fifty percent of the premium cost of the lowest cost available 36 package within their geographic region. On July 1, ((1996)) 1997, all 37

dependents of qualified employees of these firms shall be offered a choice of packages as provided in this section with the employer paying no less than fifty percent of the premium of the lowest cost package within their geographic region.

- (b) For employees who work fewer than thirty hours during a week or one hundred twenty hours during a calendar month, three hundred sixty hours during a calendar quarter or one thousand four hundred forty hours during a calendar year, and their dependents, pay, for the period of time adopted by the employer under this subsection, the amount resulting from application of the following formula: The number of hours worked by the employee in a month is multiplied by the amount of a qualified employee's premium, and that amount is then divided by one hundred twenty.
- (c) If an employee under (b) of this subsection is the dependent of a qualified employee, and is therefore covered as a dependent by the qualified employee's employer, then the employer of the employee under (b) of this subsection shall not be required to participate in the cost of the uniform benefits package for that employee.
- (d) If an employee working on a seasonal basis is a qualified employee of another employer, and therefore has uniform benefits package coverage through that primary employer, then the seasonal employer of the employee shall not be required to participate in the cost of the uniform benefits package for that employee.
- 24 (3) By July 1, $((\frac{1996}{1997})$, every employer employing more than 25 one hundred qualified employees shall:
 - (a) Offer a choice of the uniform benefits package as provided by at least three available certified health plans, one of which shall be the lowest cost available package within their geographic region, to all qualified employees. The employer shall be required to pay no less than fifty percent of the premium cost of the lowest cost available package within their geographic region. On July 1, ((1997)) 1998, all dependents of qualified employees in these firms shall be offered a choice of packages as provided in this section with the employer paying no less than fifty percent of the premium of the lowest cost package within their geographic region.
 - (b) For employees who work fewer than thirty hours during a week or one hundred twenty hours during a calendar month, three hundred sixty hours during a calendar quarter or one thousand four hundred forty hours during a calendar year, and their dependents, pay, for the period

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- of time adopted by the employer under this subsection, the amount resulting from application of the following formula: The number of hours worked by the employee in a month is multiplied by the amount of a qualified employee's premium, and that amount is then divided by one hundred twenty.
 - (c) If an employee under (b) of this subsection is the dependent of a qualified employee, and is therefore covered as a dependent by the qualified employee's employer, then the employer of the employee under (b) of this subsection shall not be required to participate in the cost of the uniform benefits package for that employee.
- (d) If an employee working on a seasonal basis is a qualified employee of another employer, and therefore has uniform benefits package coverage through that primary employer, then the seasonal employer of the employee shall not be required to participate in the cost of the uniform benefits package for that employee.
 - (4) By July 1, ((1997)) 1998, every employer shall:

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- 17 (a) Offer a choice of the uniform benefits package as provided by at least three available certified health plans, one of which shall be 18 19 the lowest cost available package within their geographic region, to 20 all qualified employees. The employer shall be required to pay no less than fifty percent of the premium cost of the lowest cost available 21 package within their geographic region. 22 On July 1, 1999, all 23 dependents of qualified employees in all firms shall be offered a 24 choice of packages as provided in this section with the employer paying 25 no less than fifty percent of the premium of the lowest cost package 26 within their geographic region.
 - (b) For employees who work fewer than thirty hours during a week or one hundred twenty hours during a calendar month, three hundred sixty hours during a calendar quarter or one thousand four hundred forty hours during a calendar year, and their dependents, pay, for the period of time adopted by the employer under this subsection, the amount resulting from application of the following formula: The number of hours worked by the employee in a month is multiplied by the amount of a qualified employee's premium, and that amount is then divided by one hundred twenty.
- 36 (c) If an employee under (b) of this subsection is the dependent of 37 a qualified employee, and is therefore covered as a dependent by the 38 qualified employee's employer, then the employer of the employee under

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- 1 (b) of this subsection shall not be required to participate in the cost 2 of the uniform benefits package for that employee.
- 3 (d) If an employee working on a seasonal basis is a qualified 4 employee of another employer, and therefore has uniform benefits 5 package coverage through that primary employer, then the seasonal 6 employer of the employee shall not be required to participate in the 7 cost of the uniform benefits package for that employee.
- 8 (5) This employer participation requirement shall be waived if 9 imposition of the requirement would constitute a violation of the 10 freedom of religion provisions of the First Amendment of the United States Constitution or Article I, section 11, of the state 11 Constitution. In such case the employer shall, pursuant to commission 12 13 set aside an amount equal to the applicable employer rules, contribution level in a manner that would permit his or her employee to 14 15 fully comply with the requirements of this chapter.
- 16 (6) In lieu of offering the uniform benefits package to employees 17 and their dependents through direct contracts with certified health plans, an employer may combine the employer contribution with that of 18 19 the employee's contribution and enroll in the basic health plan as 20 provided in chapter 70.47 RCW or a health insurance purchasing cooperative established under RCW 43.72.080 and 48.43.160. Any subsidy 21 that may be provided according to the provisions of chapter 70.47 RCW 22 shall not lessen the employer's obligation to pay a minimum of fifty 23 24 percent of the premium and the full amount of the direct subsidy shall 25 be for the benefit of the employee or the dependent.
- (7) For purposes of determining the financial obligation of an employer who enrolls employees or employees and their adult dependents in the basic health plan, the premium shall be the per adult, per month, cost of coverage in the plan, including administration.
- 30 **Sec. 12.** RCW 43.72.230 and 1993 c 492 s 465 are each amended to 31 read as follows:
- 32 (1) The health care authority shall establish a depository where 33 payments under RCW 43.72.220 can be made and held in safekeeping for 34 the benefit of employees working less than the number of hours worked 35 by a qualified employee.
- 36 (2) The authority shall adopt appropriate rules for operation of 37 the depository, in consultation with representatives of employees and 38 employers, especially those that are seasonal or employ large numbers

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- 1 of part-time workers. The rules shall address the means through which
- 2 payments will be properly deposited to the credit of employees and the
- 3 means through which employees can access payments made on their behalf.
- 4 On and after July 1, $((\frac{1995}{}))$ $\frac{1996}{}$, payments deposited by employers on
- 5 behalf of employees may be used by employees only for purchase of the
- 6 uniform benefits package. Prior to July 1, ((1995)) 1996, payments may
- 7 be used for purchase of any health insurance coverage.
- 8 **Sec. 13.** RCW 43.72.240 and 1993 c 494 s 4 are each amended to read 9 as follows:
- 10 (1) Beginning July 1, $((\frac{1997}{}))$ $\frac{1998}{}$, firms with fewer than twenty-
- 11 five workers that face barriers to providing health insurance for their
- 12 employees may, upon application, be eligible to receive financial
- 13 assistance with funds set aside from the health services account.
- 14 Firms with the following characteristics shall be given preference in
- 15 the distribution of funds: (a) New firms, (b) employers with low
- 16 average wages, (c) employers with low profits, and (d) firms in
- 17 economically distressed areas.
- 18 (2) All employers in existence on or before July 1, ((1997)) <u>1998</u>,
- 19 who meet the criteria set forth in this section, and rules adopted
- 20 under this section, may apply to the health services commission for
- 21 assistance. Such employers may not receive premium assistance beyond
- 22 July 1, 2001. New employers, who come into existence after July 1,
- 23 ((1997)) 1998, may apply for and receive premium assistance for a
- 24 limited period of time, as determined by the commission.
- 25 (3) The total funds available for small business assistance shall
- 26 be the lesser of (a) one hundred fifty million dollars or (b) twenty-
- 27 five percent of the cost of the uniform benefits package per the
- 28 eligible applicants' insured employee or dependents as the case may be,
- 29 for the biennium beginning July 1, ((1997)) 1998. Thereafter, the
- 30 amount of total funds available for premium assistance shall be
- 31 determined by the office of financial management, based on a forecast
- 32 of inflation, employment, and the number of eligible firms.
- 33 (4) By July 1, $((\frac{1997}{1998}))$ 1998, the health services commission, with
- 34 assistance from the small business advisory committee established in
- 35 RCW 43.72.060, shall develop specific definitions, rules, and
- 36 procedures governing all aspects of the small business assistance
- 37 program, including application procedures, thresholds regarding firm
- 38 size, wages, profits, and age of firm, and rules governing duration of

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assistance. The health services commission will endeavor to design a system for the distribution of assistance that will create minimal burdens on businesses seeking financial assistance.

- 4 (5) Final determination of the amount of the premium assistance to be dispensed to an employer shall be made by the commission based on rules, definitions, and procedures developed under this section. If total claims for assistance are above the amount of total funds available for such purposes, the commission shall have the authority to prorate employer claims so that the amount of available funds is not exceeded.
- 11 (6) The office of financial management, in consultation with the 12 commission, shall establish appropriate criteria for monitoring and 13 evaluating the economic and labor market impacts of the premium 14 assistance program and report its findings to the commission annually 15 through July 1, 2001.
- NEW SECTION. Sec. 14. Section 5 of this act shall expire June 30, 17 1998.
- NEW SECTION. Sec. 15. This act is necessary for the immediate preservation of the public peace, health, or safety, or support of the state government and its existing public institutions, and shall take effect immediately.

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